



SIDE AGREEMENT

This side agreement is made and entered into between Triad National Security, LLC (Company) and the International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local Union No. 49 signatory hereto (Union).

To continue to attract and retain the craft necessary to execute the Laboratory's Plutonium mission, the Company is extending the high demand craft incentive pay program that was implemented in June 2022.

The \$7 per productive hour retention incentive will continue through September 30, 2026.

Target staffing levels will be based on operational needs as determined by the Company.

Once the Company determines in its sole discretion that the required staffing levels no longer need to be maintained, or 3 years after implementation, whichever comes first, the incentive will be withdrawn with 90 days' notice.

TRIAD NATIONAL SECURITY, LLC

GEORGE RANDELL (Affiliate) Digitally signed by GEORGE RANDELL (Affiliate)
Date: 2025.05.27 15:02:32 -06'00'

Division Leader, Logistics (print) Signature Date

LAURA JENKINS (Affiliate) Digitally signed by LAURA JENKINS (Affiliate)
Date: 2025.05.27 16:51:06 -06'00'

Group Leader, Labor Relations (print) Signature Date

**INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL, AND TRANSPORTATION WORKERS,
LOCAL UNION NO. 49**

Isaiah Zerkle Isaiah Zerkle 5/28/25
Union Representative (print) Signature Date